

**Ad Hoc Advisory Committee
on Pilot Selection
Minutes**

The Board of Pilot Commissioners Ad Hoc Advisory Committee on Pilot Selection met June 6, 2008, at 10:00 a.m. at the Board of Pilot Commissioners office Pier 9, Suite 102, San Francisco, CA. Commissioner Tate presiding. Committee members Bill Eisenhardt and SFBP Capt. McIsaac Port Agent and Ken Levin Business Director, Board Executive Director Moloney and Secretary Alice Evans were in attendance.

Agenda:

1. Review/approve Minutes of January 15, 2007 meeting -- the minutes were approved as written
2. Review meeting with Assemblyman Sandre Swanson -- Mr. Tate gave an overview of the meeting with Assemblyman Sandre Swanson; topics of discussion were the process of pilot selection, review of the diversity flow charts prepared by Committee and the report submitted at the last Board meeting. Assemblyman Swanson is very pleased with the Committee's progress and looks forward to a follow up report.

Items 3 and 4 were discussed in detail with emphasis on the lack of pathway on the flow charts for tug operators to meet the required 2-year command time.

The Committee reviewed and discussed the Pilot Evaluation Committee's history of the recommendation of the 2-year command time and other ports recruiting plans that require less command time, the advantages and disadvantages.

Different mentoring resources were discussed and the need for short or long time turn around to gain additional interested candidates.

Various ways were discussed to advertise and reach interested candidates through alumni, USCG and Navy

3. Review requirement of Board Regulation Section 213 (e)(3) (two year command time)
4. Review additional comments, material;
 - recruiting from tug pilots
 - material supplied by Commissioner Wagner
5. Next steps;
 - Budget proposal
 - Recruiting plan

The Committee discussed various recruiting avenues and contract procedures required by Department of Consumer Affairs.

Mr. Eisenhardt gave an overview of California Maritime Academy's recruiting procedure and suggested that CMA's recruiting department meet with this Committee to discuss possible recruiting through CMA's recruiting department. The Committee agreed to ask CMA's recruiting personnel to address the Committee at the next scheduled meeting.

Commissioner Tate noted the following:

Short Term: The Committee is to identify resources to help set up a recruiting plan, including a mentoring path and expanded advertising.

Long Term: Continue to look at command time requirement, shorten time and revisit apprentice programs.

The meeting was adjourned at 11:25 a.m.

Respectfully submitted,

Alice A. Evans
Secretary